

6 Sep 57

*JSR file*

**MEMORANDUM FOR:** Director of Central Intelligence  
**SUBJECT:** Role of the Director of Personnel

In accordance with instructions from the Director of Central Intelligence, the Staff Study regarding the Role of the Director of Personnel, dated 30 April 1957, is resubmitted herewith. The following recommendation is to replace paragraph 11 in the Staff Study:

**11. Recommendation:**

- a. The Director of Personnel
  - 1) Develop policies governing the Agency's personnel program;
  - 2) Be solely responsible for hiring personnel in the United States;
  - 3) Make all initial assignments and such reassessments involving more than one Career Service as may require central control and enforcement;
  - 4) Carry out such responsibilities in the fields of promotion, discipline, and discharge as are currently assigned to him in regulations;
  - 5) Administer the Agency's wage compensation program;
  - 6) Exercise central responsibility for the Agency's management development program;
  - 7) Provide services of common concern as at present.
- b. The Career Council continue as the principal Agency board in personnel matters.
- c. The heads of Career Services, under the guidance and control of the Deputy Directors concerned, assume full responsibility for the implementation of policies and procedures as they pertain to the internal personnel management of the Career Services in the fields of promotion, recruitment, rotation, and elimination of personnel.

*/s/*

Gordon M. Stewart  
 Director of Personnel

**CONCUR:**

*/s/ L. E. WHITE* 12 Sep 57  
 Deputy Director (Support)

*/s/ Robert Amory*  
 Deputy Director (Intelligence) 30 Sep 57

*/s/ Frank G. Wisner* 7 Oct 57  
 Deputy Director (Plans)

*/s/ C. P. CABELL* 3 Nov 57  
 Dep. Director of Central Intelligence

Extract from GC Opinion of 25 Sept. 53 on Applicability of 102(c)

6. ...the Director has the legal authority...to terminate...providing that the Director is willing to certify that the termination is "necessary or advisable in the national interest." As a matter of policy the Director may wish to restrict action under this Section to security and loyalty cases and perhaps cases where the circumstances may be peculiar to this Agency and not subject to general administrative practices. It is our opinion that Congress, in so far as it considered the question, intended that terminations under this Section would be restricted to cases of a general security or loyalty nature even though the wording of the section was left in general terms to confer upon the Director an exceedingly broad discretionary power of termination in recognition of this Agency's requirements in peculiar situations not encountered by other agencies. It is our opinion that, should it come to the attention of Congress that the authority contained in the section was being used as a replacement for normal administrative procedures, that body might question the advisability of continued grant of the power.